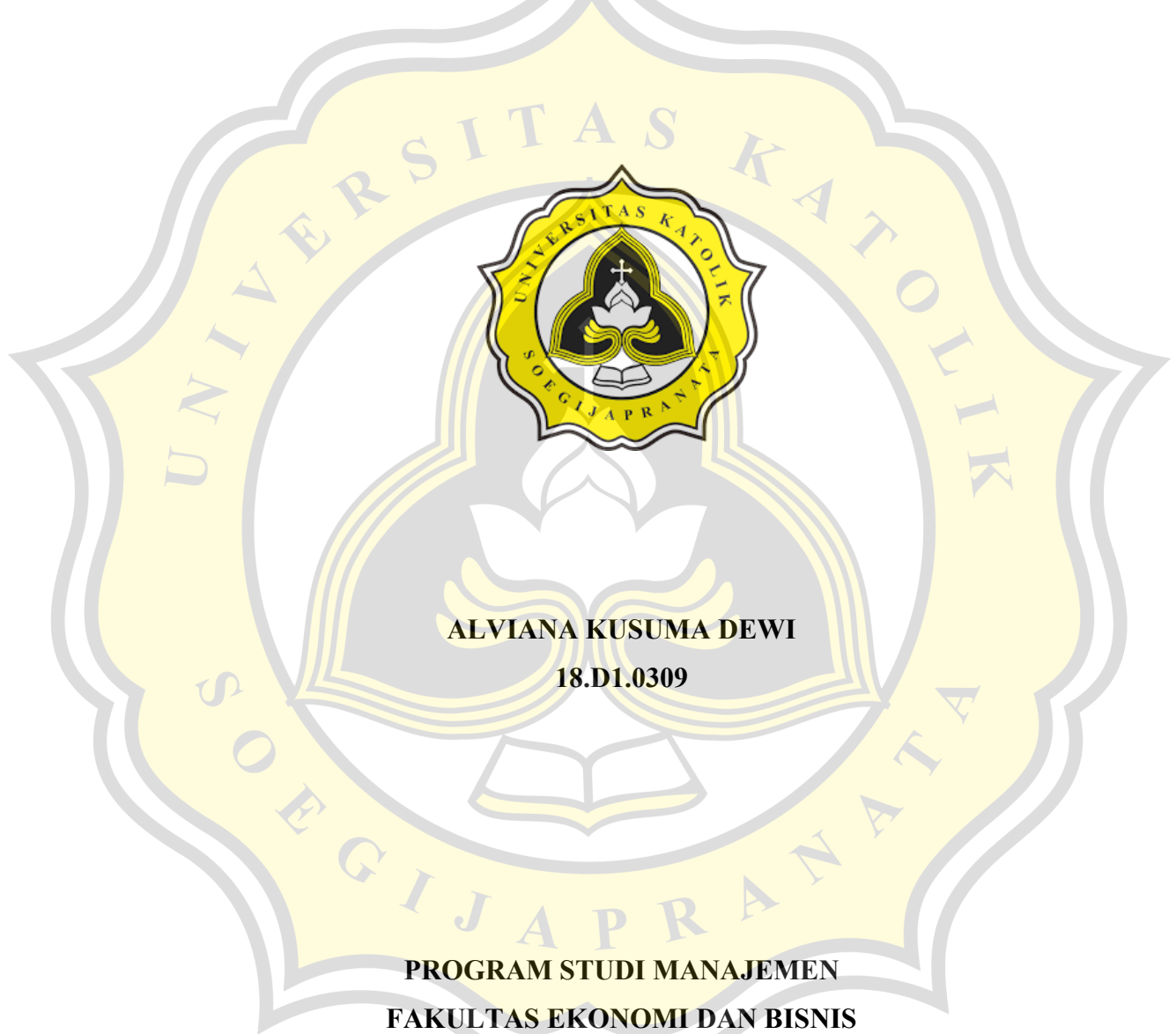


SKRIPSI

**ANALISIS *WORK-LIFE BALANCE* KARYAWAN KOFFNESS THE
BISTRO SEMARANG**



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Diajukan untuk memenuhi syarat guna mencapai gelar Sarjana Manajemen



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ABSTRAK

Penelitian ini bertujuan untuk menganalisis *work-life balance* karyawan Koffness The Bistro Semarang berdasarkan empat dimensi utama, yaitu *Work Interference with Personal Life* (WIPL), *Personal Life Interference with Work* (PLIW), *Personal Life Enhancement of Work* (PLEW), dan *Work Enhancement of Personal Life* (WEPL). Penelitian ini menggunakan pendekatan kuantitatif deskriptif dengan teknik pengumpulan data melalui kuesioner skala *Likert*. Data dikumpulkan melalui kuesioner berdasarkan empat dimensi *work-life balance* menurut Fisher *et al.* Responden dalam penelitian ini berjumlah 20 orang karyawan. Data yang diperoleh dianalisis menggunakan statistik deskriptif, yang meliputi perhitungan skor total dan rata-rata dari setiap dimensi.

Hasil penelitian menunjukkan bahwa *work-life balance* karyawan berada dalam kategori seimbang, dengan rata-rata skor keseluruhan sebesar 3,95. Dimensi PLIW memiliki rata-rata tertinggi sebesar 4,13 dan dikategorikan sangat seimbang, diikuti oleh PLEW dengan rata-rata 4,03 (sangat seimbang), WEPL dengan rata-rata 3,81 (seimbang), serta WIPL dengan rata-rata 3,83 (seimbang). Keseluruhan hasil tersebut menunjukkan bahwa karyawan telah mampu menjaga keseimbangan antara pekerjaan dan kehidupan pribadi mereka dengan baik, meskipun dimensi WEPL masih dapat ditingkatkan.

Kata Kunci: *Work-life balance*, karyawan, WIPL, PLIW, PLEW, WEPL

ABSTARCT

This study aims to analyze work-life balance among employees at Koffness The Bistro Semarang based on four main dimensions: Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Personal Life Enhancement of Work (PLEW), and Work Enhancement of Personal Life (WEPL). This research uses a descriptive quantitative approach with data collected through a Likert scale questionnaire. The data were collected using a questionnaire based on the four work-life balance dimensions developed by Fisher et al. The respondents in this study consisted of 20 employees. The data obtained were analyzed using descriptive statistics, including total and average scores for each dimension.

The results showed that the employees' work-life balance was in the “balanced” category, with an overall average score of 3.95. The PLIW dimension had the highest average score of 4.13 (highly balanced), followed by PLEW with 4.03 (highly balanced), WEPL with 3.81 (balanced), and WIPL with 3.83 (balanced). These findings indicate that employees have been able to maintain a good balance between work and personal life, although the WEPL dimension still has room for improvement.

Keywords: *Work-life balance, employee, WIPL, PLIW, PLEW, WEPL*